

ACCESS ALL AREAS



Making Work Accessible

Welcome



Charlene Salter
Access All Areas

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Charlotte Little
DIY Theatre

Welcome



Charlene Salter



Helen Bryer



Nick Llewellyn



Paul Christian



Patrick Collier



Housekeeping



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What we'll be doing



2pm – 3.10pm



Making Work Accessible- some examples



Our Transforming Leadership programme



Payments and benefits

What we'll be doing



3.30pm – 4.30pm



Co-leadership



Creative support



Access To Work



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Making Work Accessible

Some examples

Charlene Salter

- Co-chair of Access All Areas board
- Artist
- Facilitator and trainer



Adam Smith

- Co-director of Take Part
- Artist
- Musician and composer
- Facilitator



Paul Christian

- ➔ Co-deputy chair of AAA board
- ➔ Researcher
- ➔ Speaker
- ➔ Facilitator and trainer



Dayo Koleosho

- Actor (currently Kojo in BBC EastEnders)
- Artist and deviser



TRANSFORMING LEADERSHIP

NATIONAL

TL video

<https://youtu.be/Sb2wYEGABZI>



Pay and benefits

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Pay and benefits

Agenda

- Context
- Prep
- Rules
- Questions

Context

- With support, people might be able to do some work
- This might affect their benefits
- It might not be worth it if the work is unstable
- If we know what's allowed, we can help people to work

What to prep



1) Understand the different benefits.



2) Know which the artist is on.



3) Know artists' legal guardians.



4) Agree a payment process with the artist.



5) Know where to go for information.

Rules

What do we need to know?

Benefits

Universal Credit

Employment Support Allowance

~~Disability Living Allowance~~

~~RIP~~

If you are disabled

and have limited capacity for work

you can work a certain amount without effecting your
benefits

Universal Credit

Work Allowance

- There's no limit to how many hours you can work
- You can earn a certain amount before it affects your Universal Credit if:
 - responsible for a child or young person
 - you are disabled or have a health condition

| Your circumstances | Monthly work allowance |
|--|------------------------|
| You get help with housing costs | £404 |
| You do not get help with housing costs | £673 |

Universal Credit

Work Allowance

For every £1 you earn over the work allowance (£404 or £673 per month), your Universal Credit payment reduces by 55p.

- If it reduces one month, it will automatically go back to normal the next month if you earn less than the work allowance.
- If your payment reduces to 0 and **stays at 0 for 6 months**, they'll close your account.
 - Use the portal
 - Ask questions on the journal

Employment Support Allowance

- If you're disabled, and **supported** in work by a charity, you can do Supported Permitted Work.
- You need to submit a **Supported** Permitted Work form (PW1) to the Jobcentre
- This means:
 - You can earn up to **£183.50 per week** and still get your ESA payments
 - If you earn more than this, you might lose your benefits
 - There's no limit to the amount of hours you can work

Limited capacity for work

If you cannot usually work because of access requirements you might get a **higher level of universal credit or ESA.**

If you start some supported work, you should:

- Get a doctors note saying you have **limited capacity for work**
- Get a letter from employer confirming the **work is only possible because it is supported.**
- Give these to your **job centre.**
- Then, you should keep your higher level of benefits payments

Questions

A woman with dark hair and light-colored eye makeup is shown in profile, looking upwards and to the left. She is wearing a sleeveless, sequined dress and is holding a lit cigarette in her right hand. The background is dark, and the lighting is dramatic, highlighting her face and the texture of her dress.

Let's Break!

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Co-leadership

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Co-leadership

A co-leadership model can:

- Make room for learning disabled people to bring their lived experience to leadership conversations.
- Help other learning disabled people to see themselves reflected in your organisation.

Co-leadership

Top tips

1. Play to your strengths
2. Be prepared to change
3. Take a step back
4. Add planning time
5. Be open to different leadership styles
6. Value lived experience



Creative Support

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Creative support

- Creative Support enables learning disabled and autistic professionals to do their best work.
- Creative Support will build strong relationships with colleagues to support an organisation or project.

Creative support

- Removing disabling barriers
- Carrying out practical tasks
- Being a supportive, calming, energising presence
- Sometimes being invisible, and taking a step back



Access To Work

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Access To Work

Context



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What is Access To Work?

- Grant from DWP
- To a **person**, not a company
- Only for support related to **work**
- Payment is usually made to the support worker, or reimbursed
- Process is not accessible for many people
- Use Access to Work's words

What can it support?

- Practical support with work:
 - Support worker
 - Job coach
 - Job aide
 - BSL interpreter
 - Note taker
- Accessible equipment
- Advice on managing mental health at work
- Support at job interviews or auditions
- Travel to work

Who can get it?

If you are:

- disabled or have a health condition that means you need support to do your job
- 16 or over
- employed
- self-employed (with a **turnover** over £6,396)
- working and on benefits (but there are rules)
- You do not need to supply medical evidence
 - (except for travel)



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Rules



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Self-employed

- **Lower Earnings Limit** (LEL) for self-employed is **£6,396** per year
- This is **turnover**
- LEL does **not** apply in your **first year** of being self-employed
- Unique Taxpayer Reference (UTR)
- Business plan or **actor's CV**
- We use upcoming contracts as evidence of future work

ATW and benefits

- Consider self-employment and Lower Earnings Limit
 - **no LEL for employees** on payroll
 - **no LEL in first year** of self-employment
- **Universal Credit**
 - No restrictions to applying
- **Employment Support Allowance**
 - need Permitted Work (PW1 form)
- Remember to follow the steps on limited capacity to work if needed.



Access To Work

Application Tips



Application tips

- Prep
- Third party support
- Support Worker Record of Tasks
- Hourly rate
- Job aid

Prep

- Read the Access to Work **guidance** online
- Know **who** needs to be part of the conversation
- Know the artist's **benefits**
- Support the artist to **draft answers** for the online application
- Have the **staff guide** to hand:

<https://www.gov.uk/government/publications/access-to-work-staff-guide/access-to-work-staff-guide#support-workers>

Third Party Support

- You are entitled to **Third Party Support**
- You must give **permission** to the ATW advisor to speak to Third Party Support.
- If you have a **Legal Guardian**, some ATW advisors might say you can't have third party support.
 - This is incorrect – you can still have it.
- email complaints
atw.complaintsresolutionteam@dwp.gov.uk

Different types of Support Worker

1) Job Enabling

- the customer is performing the job role, making decisions, and **instructing the SW**
- For up to **100% of your hours**

or

2) Job replacement

- the customer is **not** performing the full job role, making decisions, or **instructing the SW**
- For up to **20% of your hours**

Example of Support Worker types

AtW customer is a teacher.
Part of their role is to display pupil's work.
As a wheelchair user, they cannot do this, so the **SW job aide** can be awarded to help with this task.

- **Scenario 1:** Our customer gives their SW all the pupils' work and tells them to mount a display and **leaves them to do it alone.**
 - **Replacement**
 - **20% of hours**
- **Scenario 2:** Our customer has all the pupils' work and **instructs their SW** in the design of the display,
“put Helen's work at the top right,
put Nick's work to the bottom left at a diagonal.”
 - **Enabling**
 - **100% of hours**

Support Worker Record of Tasks

For Creative Support

- **Hourly breakdown** of Support Worker tasks
- Advisor may argue that a task is job replacement, not job enabling,
 - Then, only award 20% of that task
- Word each task to make it clear that the **customer is instructing and directing** the Support Worker at every step
- **Example:**
 - Support worker helps me with emails. **I sit with them and dictate** what to write
 - not**
 - Support worker drafts emails for me and then I check them over.

Support Worker Record of Tasks

| Task (e.g. note-taking, photocopying, filing, proof reading etc.) | What the Support Worker will actually do in regards to this task? | Time taken (hours per week) | During this activity is the SW directed & supervised by you? Why? | While SW doing this activity, are you performing alternate duties? If so, what are these? |
|---|--|-----------------------------|---|---|
| Support with learning lines | I will go through the script with the support worker and ask them to interpret complex language or stage directions in the text. They will help me to learn lines by using accessible line learning feedback practice. | 5 | Yes. I will instruct the support worker on what elements are not clear. | n/a |
| | | | | |
| Total hours: | | | | |

Hourly rate

For Support Workers

- For job replacement
 - Will only pay up to 20% above customer's salary
- For other support workers there's a higher limit
- Use the table in the **staff guide**
 - Section 6 – Support Workers

<https://www.gov.uk/government/publications/access-to-work-staff-guide/access-to-work-staff-guide#support-workers>

AtW Staff guide

- Use it!
 - Quote it!
- **Section 6** – Support Workers
- **Examples 1-6** for types of support worker
- **Example 9** if support worker is employee
- Types of Support Worker **table**
 - For hourly rates

<https://www.gov.uk/government/publications/access-to-work-staff-guide/access-to-work-staff-guide#support-workers>

Questions

Lifecycle

**A live immersive
production**

by

Access All Areas

in association with

Ockham's Razor

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Get in touch!

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